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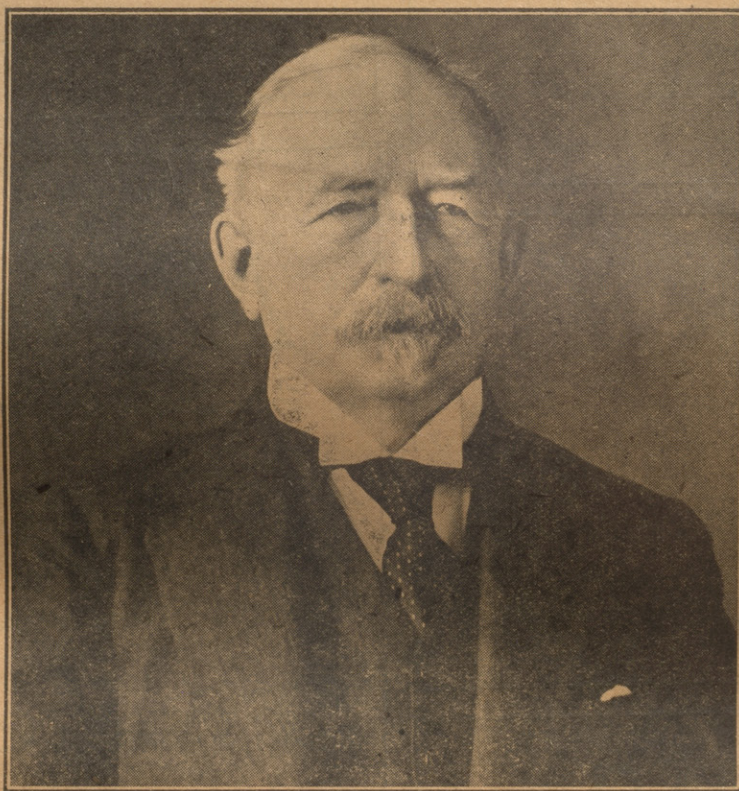
THE CANADIAN RAILROADER

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MONTREAL, SATURDAY, JANUARY 15, 1921

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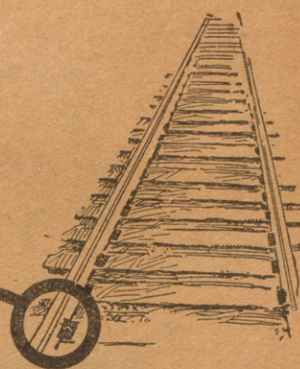
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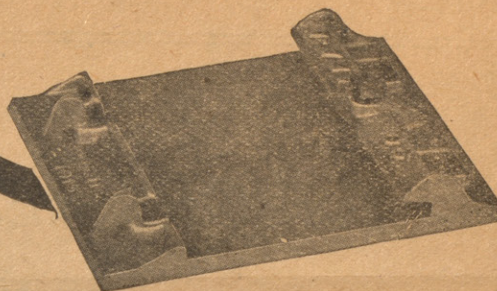
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The Greatest Tragedy of the Road

Enter the Public---Tempting the Conductor to Make a Little Deal

By GEORGE PIERCE

In a previous article I expressed the opinion that the greatest danger that hovers over the railroad man who is in charge of a train is that at any time he may be taken from the bosom of his family, hurled into the law courts and unceremoniously accused of theft. Before remedial measures can be adopted to remove the burden of such impending perils the causes contributing to the situation should be examined and understood, and it is here that the public enters.

The danger does not really lurk up ahead. It is in the luxurious, comfortable coaches that the pitfalls lie. The traveller ahead is the simple person who gives a day's labor and gets a day's pay. In the routine of his life he is neither briber nor bribe taker. Nobody seeks to buy his influence because he has none to sell. If a man steals his watch or pilfers his paper grip he roundly and soundly berates him as a thief. He does not know or understand the sly, artful ways of the trader or the business man, the respectable professional or the glib-tongued mountebank. He steps on the train to ride, and he expects to pay. The situation has no possibilities for his mind.

But how about things where the cushions are deep, where the dusky porters slide about with their numberless attentions and the blue-coated officials dispense their politest accommodations. Here is where the smart fellow travels. The man with the quick brain, the trader's instincts and the india-rubber conscience—the fast-thinking, quick-witted commercialist who is always managing with his nimble brain to get a little shade the best of his fellows. I have an intimate knowledge of this class because I have spent most of my life in rubbing elbows with it. It may be one of my failings, yet it is a fact that I have a fondness for luxury in travel. Whether I could afford it or not I have never missed the opportunity on board ship or on board a train to secure the best that was offered, so I know a little about the ways and means and the methods of some of the sleek and well-groomed travellers who, with sublime contempt for other people's property, hang their feet on leather or plush bound chairs, each costing a hundred dollars or more, while they carelessly gaze out of the windows, conveying to fellow-travellers an indolent ease indicating that the destruction of expensive things is a matter of everyday occurrence and of no importance whatsoever.

It is perfectly astounding to discover the sentiments of many travellers on the issue which is the subject of these articles. Here we have the pillars of society, the business man, the man who passes the plate on Sunday, the doctor, the lawyer, the merchant, men in all walks of life, and they are all open for business. They are all prepared to take a trader's advantage. If you dropped your purse, without an exception every man in the car would return it with some pleasant banter of conversation. Not a soul aboard would think of making away with your pocket-book, yet the same man has no qualms about tempting the conductor to make a little deal. The amount involved is so small and the Company is so rich. The light tones are applied so deftly that the gentle art of a Whistler would appear the work of a sign dauber. It's a prank you see, a little mischief, a lark, a finger in the pie when the cook's away; but there is many a boy that gets pretty badly scratched in hopping the wire fence behind which the red apples grow. Nobody ever thinks of it as a theft. You would not dare to tell one these pink gentlemen that he had been engaged in a robbery, and he would simply be furious if you accused him of being the head and front, the brains, of a theft. Yet it is a fact that he has furnished the motive of a real crime, and it is a further fact that because of his wiles and his blandishment, his brains and his india-

rubber conscience, that a most important problem has arisen which often has the most tragic consequences.

Because the habit has spread, due to the fact that the details of the operations have become generally known to the travelling public, the sums involved have reached enormous proportions, if any reliability may be placed upon the statistics and calculations prepared by highly trained experts. It is, therefore, very easy to comprehend why the railroads have been driven to drastic measures of defence. The methods adopted are those usually employed by all large corporations who seek to make secure the property of the shareholders. Dependence is placed upon spotters, detectives, the lawyers and the courts. The results have been unsatisfactory to the last degree. The reasons are easily understood. It is impossible to point to any great corporation except the railroads which are so subject to the depredations of a class endowed with brains, gifted with experience and clothed beyond suspicion with the hall-marks of respectability and honesty. It is not a wonder that the losses run into six figures when we recognize the varied talents of those who are really doing the pilfering. Suppose that the same methods which are used to prosecute the railroad men were applied to fasten the guilt upon the smooth-tongued individual who uses all his resources to bribe the conductor into a dishonest act, what an indignant uproar would follow! It would be brought forward that the conductor is placed in a position of trust and that the presumption is that he is faultlessly honest, and that, therefore, the real guilt rests upon his shoulders. Without seeking to condone his shortcomings, it is reasonable to recognize that a warp and a twist is given to his earlier conception of honesty, when, fresh from his experiences as a freight conductor, he takes charge of a passenger train only to discover that the most prominent people of the community are both anxious and willing to persuade him into ways that are shady and into methods that are highly dangerous. It is quite natural for him, in the course of time, when he discovers that reputable business men who are held up as examples and models of proper conduct, are constantly attempting to bribe, I maintain that it is quite natural for him to adopt their standards of honesty on the presumption that if they are respectable and upright in the eyes of the community, he himself may claim respectability. From all this it appears that there are two points to all concerned. The public must be made to understand that it is absolutely wrong and immoral to bribe railway employees. On the other hand, the great Railway Brotherhoods have an opportunity by education and discussion of the subject to change the moral viewpoint of those members who have strayed from the straight and narrow path, and at the same time to throw about the shoulders of the rigidly honest man who is in the vast majority in the Railway Brotherhoods that security and safety which will safeguard the honor and the reputation of its most highly esteemed members.

In discussing these articles with a prominent conductor of many years standing in the service, I watched him finish the reading of the article, saw him put the papers down before he levelled his eyes straight at me. "In other words, you don't believe in stealing?" I waited for him to continue. "Neither do I, and I would like to know who the devil does. Neither I nor the Brotherhoods, nor the men in them, believe in it." I have only to add that this man spoke the truth, the whole truth and nothing but the truth. A little co-operation from both sides will undoubtedly succeed in abolishing the greatest tragedy of the road.

Other articles will discuss in detail the sinister consequence of infractions of the law.

Labor's Eleventh Hour

(By Charles H. Stinch, Labor M.P., for Kingswinford, in Reynolds' Newspaper, London).

I BELIEVE it to be the practice in most business establishments to "take stock" at least once a year, a process of high pressure and some horror for those engaged therein. A "certain liveliness," with "low visibility," on account of the dust ensues, a condition that sometimes develops into a species of frightfulness as lost or forgotten items come to light, or unsuspected leakages are disclosed. "Stock-taking" is one of the most disagreeable of business processes, yet it is only by that means a business man can make up his mind what to discard; what useless impedimenta to scrap; and how to get rid of exceptionally hideous wares that, in past moments of mental inalertness, he has allowed some plausible, loquacious, wholesaler's agent to plant upon him.

Politics, Too.

The longer this "stocktaking" is deferred, the more disagreeable it becomes. This is true of politics as well as of business. Somewhere and somehow the eleventh hour arrives, when the job has got to be done, and done quickly; when investigation as to the reason for signs of arrested progress or a decline in business must be instituted, if failure, partial or complete, is to be averted.

Some such occasion has arisen in the Labor world, brought to a head earlier than it might have been through the recent strike of miners, those brave and hard workers, toiling under conditions their numerous detractors are never in a great hurry to share. The justice of the miners' claim can never be gainsaid, but the effects of their strike on the community as a whole cannot be disregarded. The growing volume of unemployment which was insidiously penetrating to the remotest corners of the realm, affecting myriads of workers everywhere, many but dimly comprehending the real meaning of the dispute that brought the dread spectre to their doors, filled the minds of far-seeing Labor leaders almost with despair. Our workers are, normally, peaceful and law-abiding, and only when fearing injustice do they resort to the arbitrament of the strike. Statesmen unable to settle disputes without the threat of such a course, are unequal to their job. Labor, however, must not lose its hold on such a weapon, but it should only be employed when everything else has failed.

Bewildered and Alarmed.

More than any other group of politicians, the National Labor party has reason to reflect upon the situation. The latest industrial bout, at arms synchronized with the recent municipal elections, with rather thought-provoking consequences. Many of its adherents have obviously wandered back to folds that Labor's ideals had induced them to

discard. They are bewildered and alarmed at the spectacle of their country struggling to overcome the aftermath of war, hindered at every turn by industrial unrest. They visualize a future of unending strikes, and are appalled; they read of trusted Labor leaders, some of them grown grey in service for their fellows, insulted, suspected, and abused, badgered and brow-beaten, often by men as irresponsible and inexperienced as they are obviously young and raw, and they ask themselves: "Whither are we going? Is there no better way?" Because of this condition of affairs it appears to me that the Labor party's eleventh hour has come; that it is time it "took counsel together" and understood precisely where it stands. It is perfectly obvious that it will never accomplish its purpose or achieve its lofty ideas so long as these fissiparous tendencies are allowed to prevail. It must make up

QUITE HOPEFUL ABOUT IT



—Boston Shoe and Leather Reporter.

its mind either to declare itself for constitutional ways or the other thing; there is no middle course.

Typhon, born of disappointed ambition, hate, spite, and revenge, has numerous followers in our midst today, intent on no other purpose than the tearing of sinews from Labor's hands and feet. God knows our constitution reeks with defects and inadequacies, but their only remedy is to intensify the trouble and turn the country upside down, utterly regardless of the misery and suffering that would inevitably ensue; empirical quacks, offering patent pills guaranteeing instant cure, but really much more certain to distend and blow us all to the regions of the damned. No two of these people agree together; every man suspects his neighbor; but all are out to create the utmost disturbance they can, and to put everybody into their devil's cauldron who dares to breathe of a better way. I would despair of my country if it had no other method of dealing with its difficulties than by augmenting them. It is because I believe that there is sufficient statesmanship in the National Labor party equal to all requirements that I urge it to

put its house in order; to avow or disavow these wild, shrieking, and untameable men and women, thirsting for everybody's blood but their own. No one would object to a revolution occasionally, say, as a holiday spectacle in Hyde Park; always provided, of course, that only those who foment it shall suffer thereby. A suitable public admission fee, plus tax, would provide the funds for all necessary subsequent hospital treatment; indeed, a profit might possibly accrue, which could be expended in continuing the fight by newspaper slanging matches, so beloved of the faith.

Time to Declare Policy.

The hour has come when the National Labor party must declare its policy in an unmistakable way. It can ensure its continuance and success only by constitutional means, and by exploiting every such avenue to social and industrial peace. It should not permit itself to become a mere election agency only; a stepping stone to local and national position and power, for persons who,

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Perth Shoe Co., Ltd., will re-open its factory January 17th.

Wages for lumber men have dropped from \$80 to \$50 and \$60 a month with board.

Pullman Cars Lit With Candles When Mr. Ritchie Entered Service

A VETERAN railroad officer retired from active service last week in the person of Mr. Wm. A. Ritchie, District Superintendent of the Pullman Company at Montreal. Mr. Ritchie in his capacity of Supervising Officer over all the Pullman car lines in Canada has been for many years in close touch with the travelling public and with the men engaged in the transportation industry.

Mr. Ritchie has been a resident of Montreal since 1871, coming here from Edinburgh, Scotland. Cars were being constructed for the Pullman Company at the Pointe St. Charles Shops of the Grand Trunk at that time, and in 1876 Mr. Ritchie entered the service of the Pullman Company to supervise certain phases of car construction. In 1887 he was made assistant to the Superintendent at Montreal and was promoted two years later to be Superintendent, an office which he has held continuously for thirty-one years. The retiring officer has seen the Pullman sleeping car developed in a remarkable way, sleeping car traffic when he first became associated with it having just emerged from its experimental stage and gained a hold on popular esteem. The first cars over which he had supervision were lighted with candles and had as berth lights small lamps using fish oil. There was no such luxury as hot water for the early morning toilet.

Nevertheless the Pullman cars represented such an advance in comfort that their use was constantly extended, service being given daily from Montreal to Quebec and Portland, and as far west as Detroit. Some of their most notable improvements were first inaugurated, Mr. Ritchie recalls, on the Grand Trunk Lines. The first dining car used on any railway was the "President" which was put in service by the Pullman Company on the Great Western Railroad of Canada, now part of the Grand Trunk System. This "hotel car" was in reality a sleeping car with a kitchen built in at one end. The meals were served at tables placed in the sections. The success of the "President" led to many such cars being constructed and these later gave place to the dining car as the traveler of to-day knows it. The first through sleeping car service between Chicago and New York was also by way of the Great Western of Canada. Due to different gauge tracks in use by the several railroads connecting Chicago and New York, the continuous passage of a car from one city to the other was impossible until the standardization of the gauge was effected by the completion of a third rail on the Great Western. The running of the first through train was made the occasion of celebrations all along



MR. WM. A. RITCHIE,
Retiring District Superintendent,
Pullman Co., Montreal.

the line, the Pullman cars being decorated with American and British flags symbolizing the new link which had been forged between the United States and Canada.

Within the span of his working career Mr. Ritchie has seen the sleeping car evolved until it has reached a type luxurious and beautiful in design, uniform in construction, equipped for day or night travel and served and protected by employees specially trained and closely supervised.

Mr. Chas. J. Simpson, who succeeds Mr. W. A. Ritchie, has had wide experience in the transportation field. Born at Ottawa, he first joined the Wagner Palace Car Company, later becoming associated with the Pullman Company as Service Inspector. He was promoted to be Assistant Superintendent at Kansas City and has occupied a similar office at Montreal since 1909.

SUES TRADE CONGRESS. Action by Canadian Railway Brotherhood.

Legal action was taken on Jan. 10 by the Canadian Brotherhood of Railway Employees against the Trades and Labor Congress of Canada, President A. R. Mosher, of the Brotherhood, announced at Toronto. The action is to test the legality of Congress's action in revoking the charter of the Brotherhood recently on the ground that it was a dual organization.

"The instructions of the Brotherhood's executive to Carl Fisher, our lawyer, were to issue the writ. We presume he has done so, unless there has been some delay," said Mr. Mosher. "There is nothing fresh in the writ. Our case is well known to the organized labor movement."

SAFETY PROPAGANDA

Editor, Canadian Railroader:

I read with much interest your article on the safety propaganda issued by the different railway companies.

While not a railway man at present I have served about eighteen years in the capacities of freight brakeman and freight conductor, and my opinion has always been that the railway companies are not sincere in their rules for safety.

What would become of the freight conductor who would send a flagman back the required distance at every stop made at stations when the train was not otherwise protected thus prolonging an otherwise probably five minute stop to at least half an hour?

How long would a yardman last who before "cooning" a car would first examine the handles and steps to ascertain that they were not loose and in an absolutely safe condition? How long would a way freight conductor last who would take the time to run around a car instead of making a "running shunt"?

These men would be all dubbed as "old women," while their fellow-workers who take a reasonable chance thereby saving time and getting over the road would be called hustlers and would get a pat on the back by their superintendents or trainmasters while the safe man would get a pressing invitation to go up on the carpet and see "the old man" and explain why he was always "the man behind."

It will always be like I have described until the time arrives, if it ever does, when (as I have often ad-

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vocated) the different railway brotherhoods get together and resolve to give the companies the rules. I am convinced there would soon be some radical changes made in the regulations governing safety.

I am not connected with any railway company and should you deem my scrawl worth printing you can use my name if you wish.

O. BUCKINGHAM, Ottawa.

A twenty per cent cut in wages is announced by the Dominion Iron and Steel Company. It affects 5,000 men, half of whom are temporarily laid off.

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Britain's Unemployed Million

(From our own correspondent)

London, Dec. 24.

B RITAIN begins the New Year with the most serious unemployed problem the Old Country has yet had to face.

We have, according to the estimate of J. R. Clynes, President of the National Federation of General Workers, nearly a million people out of work. The next three months promise to be the blackest for several years.

There are easily traceable causes. Our workers have been urged on to greater and greater production, a policy which would have had an effect in establishing industrial life but for the trifling fact that some of our best customers of old days are now not able to buy, or at least, are buying not



Ethelbert Pogson

nearly so largely as before the war. Russia is taking practically nothing, because so long as the Lloyd George cabinet refuses to recognize the Soviet Government trade agreements on a large scale continue to be impossible. Germany is sending us goods instead of taking them from us. France is buying little on account of the rate of exchange and so the deadly aftermath of war proceeds. The immediate result for Britain is that her warehouses are stuffed with merchandise which she cannot sell, her people are working short time or no time at all, and things are rapidly going from bad to worse.

Should Have Been Met.

For many months Labor has been urging that the menace of unemployment should be met before it clamored at the door. Trade with Russia has been pressed again and again. The capital levy to provide funds for emergency purposes has been advocated with cogency and persistence. And finally, when it became patent that nothing by any means adequate was going to be done, Labor suggested an unemployment pay scheme of \$10 per week for men who find it absolutely impossible to get work through the exchanges. This was too dreadful a proposal to be thought of. No man would work if he could get \$10 a week, said the reactionaries. This with the cost of living 169 per cent. above pre-war level. Labor's suggestions were all brushed aside and the Government, after much delay, announced a scheme.

It was the old, old tale of arterial roads and emigration, plus one new idea—credit sales to other countries. As if every man who is unemployed to-day could do navy's work if he tried, and as though the rest of the world were crying out in anxiety for any men for whom Britain can find no use! The credit sales notion is not viewed with any too favorable an eye by our manu-

facturers, who have more fixed than liquid assets now in many cases. Credit is not any too good in just those places to which it would have to be extended. In return for an undertaking to admit 50,000 ex-Service men into the building trades the Government proposes to make a training grant to the unions concerned of \$25 per man—\$10 to be paid on admission and \$15 on the completion of training as a craftsman. Those trade unionists who will act as instructors of the new entrants are to be paid as leading hands.

As part of the bargain the Government also accepts the principle of a guarantee to be paid on hous-

Work has already been started on arterial roads radiating from London. The total number employed at the present time upon their construction is 4,500. In addition to the London schemes, 51 municipal authorities in the provinces have schemes in hand for the construction of new roads.

A further sum of \$15,000,000 is to be made available immediately for the purpose of assisting local authorities to carry out approved schemes of useful work other than roads and housing. The Treasury grant will not exceed in any case 30 per cent. of the actual wage bill on such special works, and they will only be sanctioned in areas where there is serious unemployment.

A central committee is to be re-

Nearly 50,000 miners have struck work in the Rhondda Valley in South Wales to compel the reinstatement of 12 coal-hewers dismissed at the Ocean Colliery Co's pits at Treorchy.

The officials of the South Wales Miners Federation have been asked to call a special conference with a view to the ordering of a strike throughout the Welsh coalfield. It is pointed out that further notices are pending at other collieries, and that a serious situation is being created.

The owners dismissed the men referred to on the ground that their working places had become unworkable, and consequently, unremunerative.

This excuse is not accepted as genuine. It was pointed out at a meeting of district delegates last week that there was a shortage of men in the same pits, many hewers having to work single-handed where there should be two men.

Some of the dismissed men are ex-Service men. Two are members of the men's pit committee. The employers were asked last week to reinstate the men, action meanwhile being deferred until yesterday. As the owners made no move, criers were sent through the district on Tuesday night ordering the strike.

Boycott a Success.

The first application of the boycott of managements who refuse to observe the minimum standard conditions of theatrical employment laid down by the Actors' Association, has met with unqualified success. The case in question was one which merited drastic action and the Actors' Association is to be congratulated on the promptness shown in dealing with the offender. The proprietor of a company called "Gay Bohemia" had apparently stranded two companies within a few weeks at various watering places, all artists of the company having received a salary of \$7.50 per week. In addition they were obliged to pay their own fares home. On hearing that this bogus manager was producing a new company at Bootle, the Association sent a delegate to the resident manager, who decided not to let the performance take place, as he was not prepared to risk the boycott of the trade unions and the press. Few people realize the appalling conditions which often exist beyond the glare of the footlights, particularly in provincial theatres, and the Actors' Association is doing a great service in throwing light on these dark places.

—Ethelbert Pogson.



THE MESMERIST

—Sydney Bulletin, Sydney, N.S.W.

sponsible for the administration of this sum of \$15,000,000. The work to be undertaken must be of the public utility type.

Finally it has now been made possible for an unemployed person to reap what scanty benefit there is—\$3.75 per week with \$1.50 from his union—from the Insurance Act without waiting until he has paid four weeks' contributions. This small boon is approved by Labor, but the comment is made that it ought to have been granted two or three months ago.

ing operation for time lost owing to inclement weather. Payment by the State for time lost from this cause is to be 50 per cent. in respect of the lost time up to 22 hours per week—that is, half a working week. When the time lost will be in excess of 22 hours, the hours lost over and above 22 are to be paid at the rate of 75 per cent. of the time rate. These terms have not yet been accepted by the building trade unions.

Road Construction.

On the road construction scheme a sum of \$30,000,000 is to be spent.

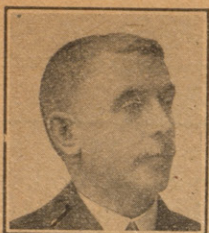
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Non-Manual Workers—Big Movement for Unity and Combination

(From our own correspondent).

Glasgow.

THERE is renewed interest and increased activity all over the country in the big movement among the non-manual workers for unity and combination, a right and privilege which is being denied by many employers. The movement is increasing in strength and a Scottish Advisory Board of Professional Unions has now been set up which includes the Scottish Bankers' Association, the Guild of Insurance Officials and the Shipping Clerical Staffs Guild, while other Unions,



James Gibson

Guilds and Associations have applied for membership. It is to be a fight for recognition and the liberty of the conscience, and already the Government is concerned about what they describe as "the middle-class movement," and danger of the loss of many thousands of votes in the event of a general election taking place. That is, of course, their own look-out, but it looks as if middle-class men — the "black-coated" professions, men and women alike — were being driven into the Labor movement whether they desire it or not.

Rapid progress is being made with the fusion of the Amalgamated Union of Co-operative and Commercial Employees and Allied Workers and the National Warehouse and General Workers' Union. The provisional new rules are in the hands of the branches, and a joint delegate meeting for the adoption of same will be held shortly. The new Union will be named "The National Union of Distributive and Allied Workers." Commencing with something like two hundred thousand paying members, it will be far and away the biggest and most representative organization of workers in the trades affected. The Union is purchasing a mansion as a central office for the combined staffs, where the conditions of Labor (including the 38-hour week) will be ideal in character. It is hoped that other unions catering for similar workers — the Shop Assistants' Union, for example — will before long surmount the obstacles which have up to the present, kept their members from linking up with this forward movement. In the new union the non-manual worker will be well looked after, as it is the intention of the Executive Council to cater for each section by setting up "Advising Committees" and a system of "Trade Conferences" to meet the needs of the various classes of employees. The monthly journal will be made

into a fortnightly or even a weekly paper at an early date. Altogether the prospects of an effective welding of the distributive and allied workers' forces are very bright, and will undoubtedly result in an even greater measure of success in trade union affairs being secured in the future than had been the case in the past.

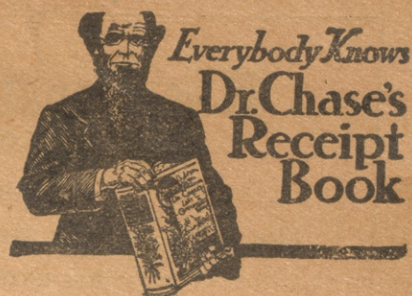
The word that best describes the relation between employers and employed on the Stock Exchange is, I think, the word one-sided; and the Guild is aiming at getting men to re-value themselves on a higher scale than formerly. Though I never saw anything quite so frank, the following "take-off" hardly exaggerates the attitude some firms would like to assume:—

"Through the discharge of an old servant, a vacancy will shortly occur in an office of the highest standing. Applicants will please note that no time for recreation or sport is contemplated. Candidates must be well recommended, have high educational certificates, be keen for strenuous work, and of good manners and address. They must know all about their duties and possess sound health. No overtime is recognized, and the man selected may get (if otherwise satisfactory) a fortnight's holiday in a year when business allows. He will be given half commission (or less, if his employers think fit) on business introduced—to be paid at the firm's convenience. To a suitable man £212 salary will be paid, the present equivalent of the £80, which the firm always offered on a pre-war basis, and no progressive advances will be given, as admission to the staff of such a firm must be considered part of the reward. The firm has always cultivated a reputation for philanthropy, and the reason they are letting their old clerk go is that he may now have the rest that was impossible during his many years of service; they feel that his own loyalty to them and his own sense of duty well done will be an adequate retiring allowance, and that he will cheerfully give place to a less costly successor."

The month has been a hard one for many thousands of women. With unemployment growing daily more rife, the cry of "Out with the women" is making itself felt more loudly than ever. In the cities, men are complaining that they are being set on one side for youths with but a tenth of their business experience or ability. The men, whether they have actually served in the Forces or not, are making use of the cry to secure that the heaviest burden of unemployment shall fall on the women. In the Government service the position is openly acute. The Rytton Report is being used by

several of the departments as an instruction to "sack the lot." In one department thirty out of thirty-six women have been told to go. One of them is the wife of a serving sailor with an allowance of \$2.25 per week, but because she is a woman she must go. The wives of men who have been ruined in the war struggling bravely to make both ends meet and keep the home going are ruthlessly turned adrift. Though they have suffered by the war quite as much as some men, they are women—they must go. For the single girls the position is even worse than for the married. Two dollars and a quarter a week is better than nothing at all, and though they have paid heavy fees for examinations, and spent their little leisure in preparing for them, scant consideration is paid them. Some of them were told when they were still indispensable that their position would become automatically permanent as a reward for good service. Many were fools and believed these promises; but they are not likely to be led away by Government pledges again. In this wholesale effort to get rid of women no effort is being made to single out the men and give the best posts to those who have endured most. If the women knew they were to make room for disabled men they would give way ungrudgingly. Unfortunately, though, to have donned khaki is all that is necessary to secure preference. In some cases the men have only been in khaki for as few as twenty-four hours. Many thousands have never left England.

The Federation of Women Civil Servants has withdrawn from the Civil Service Alliance and resumed its independent position. This step leaves the Federation without representation on the National Whitley Council for the Civil Service, but free to act as seems best to themselves. The Federation stands for equality of status, pay and opportunity for both sexes. The equality in war bonus gained by the Cost of Living Committee gave rise to hopes that the staff side were in earnest in the matter, and had repented their weakness on the Reorganization Committee, but this success was apparently due to persons who were making special efforts on that Committee. On the next occasion when the question of equality was raised, viz., on the assimilation terms, it was clearly to be seen that so long as certain sections of the male portion of the Service were satisfied the question of equality would be ignored. The so-called agreement reached on that occasion removed the small measure of equality granted by the Reorganization Committee. The Fed-



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Dr. Chase's Kidney-Liver Pills

eration has hitherto had representation on the National Whitley Council through the Civil Service Alliance, one of its members holding one of the six seats on the Council allotted to the Alliance. The Federation represents the whole body of established women clerks and a number of other women's interests in the service, and considers that it is entitled to direct representation on the Whitley Council. This claim was placed before the staff side of the Council, who decided that the matter was one for the Civil Service Alliance to determine, as the vacant seat was originally allotted to that body (at a time when the Federation was within the Alliance). The Alliance Council, however, held that the seat was theirs, and they filled it from one of the two comparatively small groups of women left in the Alliance ranks.

—James Gibson.

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The Canadian Railroader

WEEKLY

The Official Organ of

The Fifth Sunday Meeting Association of Canada

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Incorporated under Dominion Letters Patent.
April, 1919.

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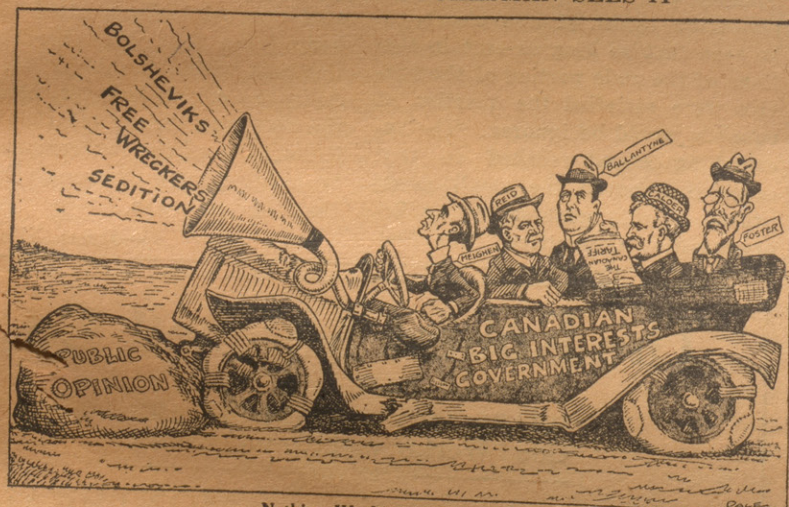
Disarmament

FROM all parts of the world comes the clarion call for disarmament. It is conceded by all thinking men, of whatever nationality, that even the most complete military preparations are not a guarantee against war. The leaders of thought in every country realize that the huge burdens imposed by modern armament are insufferable to the people of the earth.

It is realized by all Canadians, as a result of many experiences in the past, that on great issues of vital moment and far-reaching importance, the men of the C. P. R. have always come forward fearlessly in the constructive interests of the people. True to this tradition it is not surprising, even if it is greatly gratifying, to find that Lord Shaughnessy, Chairman of the C. P. R. Board, should raise his voice in protest against the proposed competition of armaments when he says: "I decidedly favor the proposal between the great powers for regulating and restricting naval and military expenditures, not only for economic reasons, but as an assurance that the express determination of the allies to prevent future wars was seriously intended. Continued competitive armament construction will make the burden of taxation almost unbearable."

We heartily agree with his lordship, and under the leadership of his thought we are glad to exert all our energies, and,

AS THE FARMERS' SPOKESMAN SEES IT



Nothing Working but the Horn

—Grain Growers' Guide.

within our means, to offer resistance to any proposals for competition in armaments.

We repeat again that armament is not a guarantee of peace. The nations first to be involved in the great war were those that were armed to the teeth. Vast military equipment produces war and gives the military maniacs the madhouse in which to rage and rave. It has bowed the backs of the people with unsupportable burdens. It has wracked and tortured bleeding mankind with beastly ferocity. It has scattered disease with sinister speed over the face of the earth and robbed the womb of its sacred fruits with appalling destructiveness. It has filled the world with orphans and sprayed the brain-wrecked multitudes with blood. It has shattered and scattered the school-houses upon the hills and the homes in the valleys. It has blasted our civilization to the very roots and it has tainted our people with the burning emotions of rage and hatred. It has simply outraged the soul of man with its unspeakable horrors. It has tied crape to every door and put the world in mourning. It has been, in short, a perpetual damnation—the breath of death to the hopes, the loves, the ambitions and the destiny of mankind. For these and numberless other reasons we deeply and sincerely endorse the fearless attitude taken by his lordship with this reflection—the great institution of which he was the head and the brains for so many years, has done great things and produced great men, but the greatest service it has rendered to the suffering people has come about through his lordship's contribution against disarmament.

—George Pierce.



OLD GROUCH says: Some folks want to have unions incorporated, strikes outlawed and collective bargaining abolished. Perhaps they might allow the workers to organize pink teas and games of tag.

Shipyards in Bad Way

AMONGST organized workers in Montreal, garment workers and metal trade workers have been hardest hit by unemployment. Distress is not so apparent amongst the garment workers, for the reason that many of these are Jewish girls living with their parents. In the case of the metal workers, these are mainly English-speaking men who are heads of households or other important props of households.

In the Vickers shipyard alone, 2,500 metal workers have been laid off within the past two months, leaving less than 1,000 employed, and these latter only on five days a week. Two foreign boats on which the Vickers yard is engaged will soon be finished, and then the yard will be practically closed down. There is some talk of a government ice-breaker being contracted for at Vickers, but nothing definite has as yet been done in the matter. Vickers cannot compete at present for orders for foreign ships owing to the rate of exchange making a paying price higher here than in Great Britain and other shipbuilding countries. It has been stated that if the Canadian Government would make a grant to Vickers covering the differences in the rates of exchange the company would be able to bring foreign orders to Montreal and re-employ the men now idle.

Halifax and Vancouver being open ports, they can obtain ship repair work during the winter. Collingwood, Ont., gets the ship repair work from the Great Lakes during the winter. Montreal is the only large shipbuilding centre at present which is in danger of losing the entire organization of skilled workers which has taken years to build up, ending its career as a shipbuilding centre and losing its shipbuilding investment of millions of dollars. Viewed in all its angles, the question of aiding Vickers to secure orders for foreign ships is well worth the serious consideration of the Government.

—Kennedy Crone.

THE CANADIAN RAILROADER is a carrier and interpreter of the news and views of the common people.

Oddities of French Railway Travel As Seen By Canadian Eyes

(From Railroader's Correspondent).

Paris.

A JOURNEY over a French railway at the present time is one full of interest for the traveller who likes to study the methods by which he is transported, and consequently some observations on a couple of rail trips recently taken by the writer in Northern France will doubtless prove interesting to readers of the Canadian Railroader.

The most striking feature to be observed by the traveller on French railroads to-day is the heterogeneous collection of rolling stock on all sides. At several of the big railway centres on the Paris-Toulon line of the Chemin de Fer du Nord I noticed ungainly French locomotives of the Third Empire period side by side with big "Consolidations" of obvious American design which might have just come out of the Angus Shops in Montreal. Indeed, as several engines of the latter type bore the initials R. O. D. (Royal Ordnance Department) painted on their eight-wheeled tenders (six wheel tenders are the standard French practice), it is quite likely they were Canadian built.

Many of the freight cars seen were also of American pattern, and at one point north of Amiens, where the woods showed beautiful tints of autumn foliage reminiscent of scenes on the Laurentian division of the C. P. R. in the fall, our rapide passed a freight train of American cars hauled by an American locomotive which almost made one imagine oneself back in the land of the Maple.

German wagons and locomotives handed over to France under the terms of the armistice were also in evidence, but the most amazing thing to one accustomed to the standardization of locomotives and rolling stock prevalent all over the North American continent was the bewildering multiplicity of design among the French locomotives which choked every round house and overflowed in great numbers along the tracks parallel to the main line.

Evidently standardization of equipment is unknown on French railroads. At least I saw no signs of it. The locomotive hauling the Boulogne rapide on which I travelled was of the "Pacific" type as used for standard express traffic in Canada, but it was the only one of its type I saw. The rest appeared to represent the work of a score of different designers and represented every combination of wheel arrangement it is possible to imagine. In this connection it is interesting to note that many of the passenger locomotives had their coupled wheels under the smoke-box and pony wheels under the cab, which is putting the cart before the horse according to the canons of current Canadian practice.

I was greatly impressed, too, by the large number of locomotives

awaiting repair at all the big centres, which would appear to indicate that the French railways have yet to catch up with considerable arrears in this respect as a legacy of war-time. Even the engines in use wore a sadly neglected appearance, and on the State railway there was almost a total absence of paint noticeable, many of the locomotives hauling passenger trains being covered with great patches of rust.

Despite these patent marks of the strain to which the French railways have been subjected during the past six years the cross-Channel boat trains of the State railway and Northern railway, on both of which I travelled, left nothing to be desired, and I was amazed at the speed at which the heavy express travelled over this very rough and trying road-bed. The cars used on these trains are of about the same size as the standard Canadian day coach, and are larger than the ordinary French stock. Differing from the Canadian practice they are divided into compartments with a communicating corridor at the side. Dining cars were provided on these trains where an excellent meal of many courses could be had for 10 francs, which is something less than one dollar at current rates of exchange.

Female labor is still extensively employed on the French railways, and on the lines adjacent to Paris I saw women in soiled overalls working on the tracks. Many of the drivers and guards on the Paris Metro, underground, railway are women, and they appear to fill their trying duties with efficiency—and that their work is trying no one will deny who has had the misfortune to travel by tube in Paris during the rush hours.

—Montrealais.

BETTER EXPRESS SERVICE AIM OF RIGHT WAY PLAN.

SHIPPERS in every industry using express service, will be asked to co-operate in the "Right Way Plan," a new educational movement about to be inaugurated in the express business, by the American Railway Express Company.

Special emphasis is to be laid on what is called "Starting express shipments right," in which shippers will be asked to give special attention to complete and accurate addressing of shipments and to the packing rules laid down in the Express Classification, authorized by the Interstate Commerce Commission.

The carrier announces that having received shipments turned over to it in proper condition for shipping, it proposes to see that while in its hands all business will be carefully guarded, and expeditiously handled to destination. Numerous placards and pamphlets detailing the correct shipping methods will be distributed to express users.

This is considered an opportune time in the express business to call the attention of express employees to proper methods established by the carrier, for the handling of the business. Under the Right Way Plan selected employees, expert in their individual lines, will take a prominent part in a series of meetings to be held throughout the year, the first of which was called for January 11.

These men have been organized into Right Way Committees, and the plan will be simultaneously introduced at every point where express traffic is handled.

Nova Scotia steel plant and Easter Car Works at Trenton, Nova Scotia, closed down on Saturday.

Angus Shops re-opened January 4th after twelve days holiday, with the entire staff of 5,500 on the same wage and time conditions as before.

A Federal loan of \$250,000,000 for housing is asked for by resolution of the National Joint Industrial Board of the Building and Allied Trades, who met last week in Montreal. Housing Loan bonds which can be applied as part purchase of a home are part of the proposed scheme.

EXTRACT FROM AN ADDRESS BY

The Hon. Wm. C. Edwards

TO THE

ROCKLAND EMPLOYEES

OF THE NOTED LUMBER FIRM

On the 23rd August, 1920

When they celebrated the 50th Anniversary of the Founding of the Firm of W. C. Edward & Co.

Now, coming specially to the operations of W. C. Edwards & Co., Limited—apart from James Erskine, to whom I have already referred—there is no other one present who was associated with the operations which founded the present enterprise. For if there were—or to name a few of the very earliest employees, say, Laurent Pouliotte, William Erskine, Louis Lamoureux, Tellie Lepine, William Way, Magloire Lariviere, Ovilon Bouleric, Antoine Bissonette, Jules Boileau, Adolphus Pilon, George Marion, George Fairfield, Mathias Leroux, Samuel Campbell, Napoleon Dehaitre, Amede Laviolette, Xavier Giroux, Camille Larose, Xavier Couillard, as well as many others of a somewhat later date, many of whom are still in the employ—I think I may fairly claim that the general testimony would be that I possessed in greater or lesser degree the essential qualities for success which I have herein named, and that to my efforts and constant hard work is due a reasonable share of the success of the company. But, no matter how constant, energetic and skilful I might have been, how helpless I would have proved in my efforts towards what has been attained, without the helpers and the laborers who have been my constant aid in each department of the undertaking. For many years I worked side by side with the employees of the firm, for there was no department of the work in which I could not engage and did not engage with my own hands, from the cutting and hauling of the logs in the woods to driving the streams and manufacturing and shipping the lumber, and there was no employee in any single operation of the business, in the woods, on the river, in the mills, boiler-houses or engine-rooms, whose place I could not fill and did not fill for days and weeks at a time, on very many occasions; and at no time in my business career have I ever asked an employee to do anything whatsoever I would not do myself.

This very close intimacy with the working man and his work instilled in me the greatest possible regard for honest labor, and throughout my life there never has been a time I would not go farther to take off my hat to greet an honest, conscientious workman than any other class of any community, from the highest dignitaries in the land downwards, and none it gives me greater pleasure to meet than a worthy old employee.

Are you troubled with consipation? If so
Take a glass of

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Best for you

Best for everybody

All leading Doctors prescribe Riga, and all leading Druggists sell it.

Aperient, purgative and laxative according to dose

RIGA PURGATIVE WATER

The Present Industrial Situation in the United States

(By Henry R. Seager, in *The Survey*, New York).

WE seem to be entering on a period of severe business depression. This is bound to cause widespread suffering, to tax to the limit our relief giving agencies, and to leave in its train lowered standards of vitality and efficiency, embittered memories of thwarted plans and ambitions, and the conviction in many minds that there is something so radically wrong in our present industrial system that only Socialism, Bolshevism, or some other "ism" can set it right.

As usual in this country the transition from prosperity to depression has come swiftly. Some readers of the *Survey* will recall that only last June the New York Academy of Political Science held a series of meetings on Inflation and High Prices; Causes and Remedies. Conditions have so completely changed in the intervening six months that meetings to discuss Deflation and Low Prices, Causes and Remedies, would now seem very much in order!

As was brought out at the meetings referred to, the high prices which prevailed at the time were the culmination of a five-year period of unexampled business activity and expansion. The causes particularly emphasized were: currency inflation due to the transfer to this country of a large proportion of the world's gold and to methods of government borrowing which stimulated enormously the use of credit as a medium of exchange; reckless extravagance on the part of consumers and insufficient production.

Corresponding to this diagnosis the prescription of the financial doctors called for deflation of the currency, in part by a discontinuance of government borrowing, economy on the part of consumers, and increased production. Looking back one is reminded of those fairy tales which turn upon the disconcerting consequences to the hero of suddenly being endowed with power to make all his wishes come true. All three of the remedies proposed have become operative and so effectively that their advocates must now be asking themselves whether the cure is not worse than the disease.

In place of rising prices, we have now for many weeks been experiencing the effects of falling prices. As always, the cutting of prices began with manufacturers and wholesalers who were confronted by slackening orders and hoped by this means to check cancellations and attract new business. As always, retailers having unsold stocks bought at higher prices, have delayed cutting to the same extent as wholesalers, so that consumers are only gradually getting the benefit of the lower price levels. Convinced that still lower prices must in time prevail, consumers are holding their purchases at a

minimum and accumulated stocks of goods are moving sluggishly. This causes retailers to withhold new orders and producers must perforce curtail their output, when they do not actually shut down their plants.

We have no means of knowing accurately how far this depression and the resulting unemployment have already gone. Fair authoritative estimates placed the number of unemployed about the middle of December at 15,000 in Bridgeport, 75,000 to Detroit, 150,000 among the textile workers of New England, and 300,000 in New York. About the same time the assistant director of the United States Employment Service estimated the total number of unemployed in the United States at from 2,000,000 to 3,000,000. There is every indication that the number is still increasing rather than decreasing. Confronted by the strong probability that unemployment will attain dimensions that we have not known since the winter of 1914-15, it seems appropriate to review the measures which employers, labor leaders and government authorities are contemplating, or should contemplate, to lessen its attendant evils and to prevent its recurrence.

During the five years of war prosperity the number and power of organized wage earners increased enormously. According to the report presented to the annual convention of the American Federation of Labor the membership of the American Federation of Labor the membership of the unions affiliated on April 30 was roundly 4,300,000. To these should be added the 200,000 odd members in unions that had been suspended from the Federation and some 500,000 members in the non-affiliated railroad brotherhoods. The total membership of over 5,000,000 was easily double the membership of all American labor organizations during the first years of the war. The power resulting from this great increase in numbers and from the policy of the government in giving for the first time official recognition to the leaders of organized labor, caused in some cases the inauguration of policies and the presentation of demands on employers that were unjust and indefensible. American employers who had never before had dealings with organized labor found themselves constrained to treat with the organizations. In some cases they were pleasantly surprised to find how able, patriotic and fair such leaders were; in others the attitude they encountered confirmed their dislike of labor organizations and developed the resolution to throw off "the domination of organized labor" at the earliest opportunity. Unfortunately it is the employers who object to dealing with organized wage earners who have been most aggressive and influential in determining the policies of employers' associations. This explains

why the principal proposal that is put forward by American employers in the face of the impending industrial depression is a return all along the line to the "open shop."

As students of the labor problem know, the issue between the open and the closed shop is by no means as simple as it is usually represented in current discussions. No disinterested American citizen will find fault with the "open shop" which is truly open, without favor or discrimination, to union as well as non-union men. The trouble is that the employers' open shop is only too often a device for thwarting the legitimate desire of the employee to organize by barring from employment, on one pretext or another, all union men, or at any rate all union men who attempt to make the union an effective force in influencing labor conditions.

An adequate discussion of the problem would have to distinguish at least six different types of "shops." There is the ideal open shop that is freely open to all competent workers with no discrimination against those who devote themselves actively to the organization of their fellows and to the promotion of common interests through organization.

Second, there is the open shop which is made a cloak for excluding union men, or at least all aggressive union men.

Third, there is the union shop in which the employer deals with the union to which his employees belong but to which non-members of the union are also admitted without discrimination on the part of the union members.

Fourth, there is the preferential shop as found in the needle trades, in which preference of employment is given union members but not to the exclusion of non-members in periods of great activity.

Fifth, there is the closed shop to which only union members are admitted, as it develops when the policy of the union concerned is that of a close and selfish monopoly.

Finally there is the closed shop to which union members alone are admitted, but under guarantees that require the union to be kept freely open on fair and equal terms to all competent workers in the trade.

It requires no prolonged argument to insist that the public interest is best served by the bona fide open shop of the first type, by the preferential shop, or by the closed shop of the last type. In most industries the open shop of the first type is most advantageous, not only to employers and the public but, in the long run, to employees, since it is not always conducive to the healthful development of a labor organization to have an arrangement with the employer that constrains employees to belong to the organization, even against their will. It is better in the long run that the basis of membership should be the conviction on the part of members that the organization truly represents their best interests and that its officers

are honestly and efficiently working to promote those interests. It is such considerations that have deterred the strongly organized railroad brotherhoods from demanding the closed shop. There are industries, however, in which this loose relationship between the employer and his organized employees fails to insure the co-operation for continuous and efficient production for which the best interest of the employer calls. In the newspaper printing business, for example, the indispensable condition to success is that the daily paper appear every day. The publisher who depends for this result solely on the continued good will of the small group of employees in his plant runs the risk of having the plant tied up by some unexpected controversy which causes the employees to go on strike when they should be engaged in getting out the paper. As a result of years of experimenting and experience American newspaper publishers have been brought to agree to closed shop arrangements with the printing trade unions which offer the employer the guarantee of the international union to which his employees belong. The arrangement guarantees that any difference that may arise shall be adjusted by peaceful negotiation and arbitration, and that the places of employees who join in a strike in disregard of the agreement shall be promptly filled by the international union so that the continued daily publication of the paper will be assured. Such an arrangement, with all of its attendant disadvantages, which no student of the labor problem would be disposed to minimize, may on the whole be to the best interest of the employer. That interest, however, as well as the interest of the public, requires that a union enjoying the advantages of a closed shop arrangement with the employer should itself be kept freely open to all competent workers in the trade. It is because this last condition has not been insisted upon that practices such as are now being revealed in connection with the building trades unions in New York city have crept in and being tolerated by employers until they have imposed an unendurable burden upon the industry and finally brought about a public investigation and exposure.

Opinions will differ as to how this safeguard is to be best set up and made effective. It is clear, however, that organized employers who become parties to a closed shop understanding have not only the right but the obligation, in their own interest and the public interest, to insist that the policy of the unions with which they deal shall be one that will keep the avenues of employment in the industry freely open to competent workers.

This means in practice that the rules and policies of the union with reference to the admission and discharge of members, the training of apprentices, etc., shall be fair and reasonable, and that the interest of employers in this phase of the situation shall be as clearly recognized

and protected as the interest of employees in wages, hours, and working conditions. Organized employees on their side have the same duty and interest in reference to the rules and policies of employers' associations. For the exposure of the corruption in the building industry, which is now going on, shows that there is not much to choose between the close monopolistic policies practised on the side of some of the unions and those practised on the side of some of the associations. On both sides there appear to be instances of the use of the power which organization gives to operate unscrupulous monopolies, disregarding alike the interest of the other party and that of the public.

The fault to be found with the nation-wide movement among American employers for the open shop is less with its professed aim than with its narrow and negative scope. The cancellation of closed shop agreements, the number of which in operation is much smaller than the present hue and cry against them would lead one to imagine, can contribute little, if anything, either toward better industrial relations between employer and employee or toward an industrial organization better fitted to protect the community from the suffering and deterioration which business depression and the resulting unemployment always entail. Individual employers have made splendid progress toward giving greater permanency to the job by lessening their labor turnover, and some have introduced, at their own expense, unemployment insurance. An examination of the propaganda literature now being put out by employers' associations, however, reveals the almost complete absence of helpful, constructive proposals that may serve, on the one hand, to lessen unemployment and, on the other, to ameliorate the condition of the unemployed.

Is it too much to ask that employers' associations, which are so alert to the shortcomings of trade unions, should themselves show an appreciation of their obligation to contribute to the development of a better industrial organization, which will on the one hand, preserve essential productive efficiency, while, on the other, it conforms more closely to the democratic political ideal to which we have long been committed?

Measures Proposed.

In contrast with the narrow and negative programmes put forward by employers' associations, measures which are really broad and statesmanlike are being suggested by leaders of organized labor. In the men's clothing trades, the organization so ably directed by Sidney Hillman is urging upon employers the importance of giving greater permanency to the job and of recognizing, in the interest of industrial efficiency, the joint responsibility of organized employers and organized employees to provide, as a charge upon the industry, some sort of unemployment benefits for the victims of such a period of unemployment as we are

now entering upon. Unions which have not developed their relations with employers to a point which encourages the proposal that a joint obligation to the unemployed be recognized, have independently, in many instances, developed plans for out-of-work benefits which shift the inevitable loss resulting from unemployment from the shoulders of the individuals to the shoulders of the organized groups to which they belong. Finally, the responsible officials of the American Federation of Labor have urged the importance of reorganizing and extending the federal employment service to insure that men thrown out of employment in certain industries or certain sections will, with a minimum of lost time, be restored to productive work in other industries or other sections.

The meagreness and inadequacy of the measures that are being proposed by employers and labor leaders make more obvious the obligation upon government authorities to devise ways and means to cope with the unemployment problem. In dealing with this phase of the subject there is little to add to what has been said many times before. Since there is no adequate remedy for unemployment but employment, emphasis must first be put upon measures that may serve to keep the wheels of industry revolving and provide the jobs which alone can relieve the jobless. A period of unemployment should be recognized as the time above all others when needed public works should be prosecuted with greatest energy. Road building, reclamation undertakings, river and harbor improvements, irrigation schemes, and all the activities which fall legitimately within the field of public business should be expanded to the utmost extent.

European countries are recognizing that the deficiency in housing, which has everywhere resulted from the suspension of building except for war purposes during the war emergency, justifies the inclusion of house construction within the public business. It at least merits consideration whether the present emergency does not warrant the recreation of the Division of Housing organized during the war and the resumption of the building operations which were only just getting effectively under way when the armistice was signed. Many mistakes were made in connection with the government's building programme but the lessons learned from these very mistakes should serve to make another effort in this field more successful.

If the return of the government to the building business shall be deemed unwise, there may yet be made out a strong case for government assistance to private building operations. The legislation enacted during the special session of the New York legislature pointed the way to such assistance through municipalities. It is to be hoped that the exposure of the corrupt conditions in the New York build-

ing trades may lead to such prompt reform that through tax exemption or other means a comprehensive building programme may soon be inaugurated which will serve greatly to lessen unemployment in the building trades.

While government authorities are contributing to the relief of the situation by these measures an obligation clearly rests on private employers to give their best thought to methods by which new markets may be found for their products or standard goods may be produced and carried until normal markets recover from their present paralysis.

Equally important with measures to keep the wheels of industry revolving is the rehabilitation and extension of the federal employment service and of the affiliated state and municipal public employment bureaus. This is clearly a field in which governmental activity may do much good. Such criticisms as were brought against the Federal Employment Service during the war related not to the principle of the service but to inefficient methods of execution. The whole problem should be carefully reconsidered and a reform service launched, not under the Department of Labor but under the joint departments of labor and commerce representing the interests of business men as well as employees, or as an independent division of the government.

The contribution which an efficient network of public employment bureaus can render during a period of unemployment must be disappointingly small. The problem is essentially too few jobs for those seeking employment, and no employment service is able, or should undertake, to create jobs for the jobless. British experience demonstrates, however, that the existence of an ef-

ficient network of public employment bureaus is essential to the administration of unemployment insurance. The relief that a system of unemployment insurance can afford is of necessity a gradually expanding relief. Before insurance benefits can be paid reserve funds have to be accumulated. Nevertheless advantage should be taken of the present interest in the problem of unemployment to urge the adoption of wise plans of unemployment insurance after the British model so that the next period of industrial depression will not find us so completely unprepared to meet the situation as we are to-day.

Hopeful Elements.

The present depression and unemployment are due to inevitable readjustments and their severity and duration will depend upon the intelligence displayed by governments in hastening the restoration of normal business relations both internal and international. The insistence of the financial press on the obligation of retailers to write off their losses and at least keep pace with wholesalers in their price reductions is a hopeful sign. Retailers who heed this advice will be the first to benefit from the enlarged purchases that will surely be made so soon as consumers are convinced that prices will go no lower.

Another hopeful sign in the situation is the many examples of amicable readjustments downward of wages which were advanced to keep place with the rising cost of living and which must come down somewhat with falling living costs if business is to be resumed on the scale that the best interests of all require.

In the international field, the resumption of our trade relations with Russia, the fixation of the repara-

(Continued on page 15).



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Apprenticeship Council Plan Adopted

Plan Presented in Canadian Railroader to be Applied by Building and Allied Trades.

THE first practical application of a proposal made in the Canadian Railroader last September by Mr. Baugh, President of the Montreal Metal Trades Federation, relative to removing the apprenticeship problem as far as possible from the purely economic entanglements of organized employers and employees, and placing it where it can be dealt with on its own merits, has been made by the National Joint Industrial Board of the building and allied trades, at a meeting in Montreal last week.

Mr. John W. Bruce, representing the International Plumbers' and Steamfitters' Union, laid down the proposition, and the plan as amended was adopted.

The main features of the plan submitted, and as adopted, are:

The establishment of a National Apprenticeship Council of the building industry, charged with advisory and supervisory functions:

This council to consist of one employer from each branch of the building trade, one journeyman from each branch of the building trade, two architects, and two industrial engineers;

Local councils to be formed under the authority of the National Council, with power to carry out its rules and objects:

The National Council to issue forms of indenture for each trade, the boys to be apprenticed to the employer, who shall engage to give the apprentice the fullest opportunity of efficiently learning his trade in all its branches in the workshop, on the job, and by attendance at suitable technical classes;

All complaints or disputes between employers and apprentices which cannot be settled between the parties in regard to conditions of work, discipline or wages to be referred to the local council, whose decision shall be binding on both parties, subject to appeal to the National Council.

These proposals, as outlined, were

adopted on motion of Thos. Izzard, representing the bricklayers, seconded by K. D. Church.

Mr. Bruce, in speaking on his proposition, said that in any apprenticeship plan, due regard would have to be made for the climatic conditions existing, and the seasonal nature of the industry. Care would also have to be taken, said he, not to overload any one industry with apprentices which the future demands of the trade could not absorb, and protection must be assured to the interests of all concerned.

E. McG. Quirk, of the Federal Department of Labor, presided, and David K. Trotter acted as secretary. Others present, representing the employers, were: F. W. Dakin, Sherbrooke; K. D. Church, Montreal; R. Fuller, Toronto; J. P. Anglin, Montreal, and John Grieve, Montreal, while representing the labor organizations were: Thos. Izzard, of the Bricklayers; Jos. P. Hunter, of the Painters; E. Ingles, of the Electricians; J. H. Kennedy, of the Sheet Metal Workers; Art. Martel, of the Carpenters, and John W. Bruce, of the Plumbers and Steamfitters.

Studebaker automobile works at Walkerville re-opened on Monday with 200 men in place of the normal force of 1,500 whom the company hope to employ by May 1.



To Railroad Men—

Read page 3, "The greatest tragedy of the road." A letter from you on this subject will be welcome. Tell us the best way to safeguard the honor and integrity of railroad men of this country.

ADDRESS EDITOR CANADIAN RAILROADER

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Pet Dog of Railroad Yard Men Met Tragic End

(From Canada (Tex.) Record).

TURK, the trained dog who performed various and numerous duties in the Canada (Texas) freight yard, was killed by a yard engine Friday afternoon.

Turk escaped from a "zulu" in transit and strayed into the switch shanty when a pup. He was a good looking specimen with a friendly disposition and the switchmen took him in and gave him room and board. He slept with "Dinty" Moore in the switch shanty and took his meals at the Harvey House.

He followed the switch engine around in the performance of its scattered duties and it required a main line rate of speed to outrun Turk from one end of the yard to the other. Turk learned to perform many tricks of the trade that were very helpful in the daily routine and was soon self-appointed to the task of piloting arriving trains into the yard. When the switches had been properly lined up for an entering train he immediately took a position a sufficient distance in the direction from which the train was expected and when the engineer of the approaching train whistled for a "high-ball" Turk would start in a run down the track in advance of the train. The engineer would follow in absolute confidence that the dog was leading him to a clear track. When the train had cleared the lead and failed to stop within a reasonable distance, Turk would spring at the rear angle-cock, striking it with his foot, thus applying the air-brakes and bringing the train to a stop.

He was especially vigilant in his inspection of live stock passing through the yards, and when cattle were seen to be down he would stand alongside the car and continue to bark until attention had been attracted to that fact.

If any member of the switching crew strayed away from his duties and tried to "soldier" on the job, old Turk was at his heels with a loud bark until the slacker was back at his proper place and work. He could take a lantern in his teeth and pass all the standard signals better and

plainer than some old-timers in the service.

In addition to his duties in the freight service he met all the night passenger trains and stood guard over mail and express matter while the clerk was busy about his other duties.

Turk had an aversion to wearing a badge to identify his rank in the service and he was often reprimanded for his failure to do so, but his most grievous fault was his utter disregard for "safety first" rules of self-preservation. He would stand on the track at the end of a string of cars, thoughtless of the fact that they might be shoved from the other end, and he once lost part of a foot in this manner. We have seen human beings do the same thing. He would run between the rails ahead of an engine instead of alongside the track, and he forfeited his life by this practice. We have seen people do the same thing.

At the time of his death he was running between the rails ahead of "Smoky" Mason and the 2209. When he stopped to exchange a few kind sniffs with another dog the engine overtook him and cut him in twain.

Ora Johnson, Ed. Morrow and Otto Anderson were on the foot-board, and were unwilling to witness the sad end of Turk. When they saw that the tragedy was inevitable, they turned their faces and shivered. Turk was well and favorably known, and his demise is much deplored by the Santa Fe employees. His remains are in the hands of a taxidermist, and when mounted they will be given standing room in the office of yardmaster Hansbro.

We might take a lesson from this good but careless dog. The track was built for the engine and cars to operate on, and they must stay on the track or cease to function. They cannot detour from a fixed course, and they sometimes take advantage of the full right of way, regardless of human suffering.

We can and should keep off the track.

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Where Will the Open Shop Lead?

Some mouthpieces of employers are able to see beyond their noses in the matter of the "open-shop" campaign, and the Iron Trade Review is one of them. It does not see very far, but its eyesight is fair, in the circumstances. Read its editorial:—

A GREED, as most persons are, that the public at last is awake to the dangers of unbridled trade unionism, and that public sentiment is strongly opposed to various coercive measures practiced by the latter, the question uppermost in the minds of many employers to-day is whether they should continue to organize open shop or American plan associations.

Public opinion has been largely influential in the formation of many associations of this character; the work of the associations has been made easier by reason of the receptive condition of the public mind. The trade unions have outraged public sensibilities so that representative citizens in many important communities have signed and subscribed to open shop declarations of principles.

These associations are springing up with such amazing rapidity that many employers are doing some sane thinking and inquiring as to whether they should "capitalize" the present movement, and push the campaign for the open shop with increasing rigor. Is there danger of reaction in the programme to consolidate the various organizations into state bodies and to federate them in a national association? Will the public believe that this is mere-

ly another movement to dominate the labor situation in an unfair manner; in short, will it prove a boom-crang?

The answer to these questions obviously depends altogether on intent and purpose, and above all on administration. There cannot be too much agitation in favor of American principles of justice. If it is not the purpose of associations to limit their activities to the establishment of wholesome relations then most certainly they will lose respect and confidence, and eventually they will have to work in the dark if they survive at all. Fortunately, there are few such associations, and rightly interpreted, the free and outspoken attitude of the great majority of them should commend them to all elements of the public who believe in frank and open discussion. Their principles do not permit of challenge; they are principles to which all Americans can subscribe.

As compared with the real harm that unrestricted organized labor, misled and mismanaged, can do, "capitalism," surrounded on every hand with all the restraining influences generations have succeeded in forging, may be likened to a bogey. Now more than ever "capitalism" appears as a phantom, conjured up to stir the imagination and alarm of

the thoughtless. If it has perpetrated injustices it also has made more amends and greater progress on the highway of civilization than have most of the trade unions as demonstrated by the latter in recent years.

The public now realizes that it has circumscribed capital to the utmost, while permitting organized labor to go as it will, with the result that the only measure of security against misuse of power by organized labor is superior organization by capital. Such organization may be used to continue indefinitely the vain struggle for supremacy or it may end it, by using its power wisely and by putting into practice those ideals which all fair-minded men may readily recognize as conforming with the true American spirit. The alternative will be compulsory laws, which may serve to keep the peace, but which will by no means be a guarantee of a full measure of co-operation and productiveness. With the balance of power, through effective organization, goes the balance of responsibility.

Open shop associations can only succeed and become permanently useful as they build on solid foundations. Like the trade unions, they will fail in the hands of radicals and reactionaries. They have a sphere of usefulness other than one of combat. The great American public will decide whether they are to flourish, and it will decide the issue on the question of how wisely they are administered.—"Iron Trade Review."

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Present Industrial Situation.

(Continued from page 11).

tion payments to be made by Germany, and the practical fruition of plans for selling Europeans our surplus cotton, foodstuffs, copper, agricultural machinery, etc., on long credit are all developments which, if not too long delayed, will serve to relieve our over stocked markets and permit our industries to resume their normal activity.

Perhaps the most encouraging aspect of the present situation is the growing attention which industrial engineers are devoting to the human factor in the problem of industrial efficiency. The conference which Mr. Hoover, as representative of American engineers, held recently with the officials of the American Federation of Labor, deservedly attracted nation-wide attention. However meagre may be the first fruits of this interchange of views between the leader of American engineers and the leaders of organized labor, it is indicative of appreciation of a common interest in the wage earners' problem which cannot but lead to invaluable results as time goes on. Even more eloquent of the broadening interest of industrial engineers is the prominence given in the programme of the annual meeting of the Taylor Society, just held, to the problem of the eight-hour shift in the steel industry. A relationship which would enable the industrial engineers to increase the interest of labor leaders in problems of efficient

production and labor leaders to interest industrial engineers in the wage earners' problems must serve to improve greatly the relations between employers and employees to their mutual advantage.

Another favorable aspect of the situation is the attention which the new administration is pledged to devote to our internal problems. Its slogan, "America first," may seem to some too obvious to be significant and to others selfish, shortsighted, and ominously reminiscent of that other slogan, "Deutschland uber alles," but it has one indisputable merit. It will preserve us from the futility of imagining that we can contribute greatly to a better world organization before we have developed an efficient domestic organization for caring for our own common interests.

The outgoing administration gave clear indications of an intellectual appreciation of the need of carefully thought out and constructive national policies in the labor field. The attention and ability devoted to the carrying out of these policies were, however, disappointingly intermittent and ineffective. Pledged to single-minded devotion to American interests and the solution of American problems, the new administration, even if starting with a less progressive outlook on labor problems, may yet make larger and more permanently valuable contributions toward their solution.

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